Mackinnon
mackinnonconstruction.com

HEALTH & SAFETY POLICY 2026

1. Mackinnon Construction Ltd (MCL) deems effective safety and health management to be of prime importance to its business and is committed to continuous improvement in performance in all these areas. Mackinnon Construction Ltd is committed to the prevention of injury and ill-health to all employees, subcontractors, the general public and others who may be affected by our undertakings.

2. Mackinnon Construction shall:
   a) Comply with all legislative and client requirements and MCL policy pertaining to health and safety.
   b) Ensure that Health, Safety & Environmental is the most important criteria of MCL's operations and takes priority over all other aspects of the Company's business.
   c) Pursue high standards of health and safety management as an integral part of efficient management of the business ensuring that all business decisions take proper account of health and safety implications.
   d) Develop, implement and maintain a safety and health management system. This system shall be based on the ISO45001:2018 standard to include:
      - Frequent management reviews of Health & Safety performance
      - Management participation in safety audits
      - Actively collect feedback from Employees for improvements and corrective actions
      - Encourage issue raising, hazard spotting and constructive suggestions
      - Set objectives and targets
      - Review and update objectives and targets annually
      - Develop new objectives and targets as necessary
      - Ensure objectives and targets are consistent with the HSE & Q policies including the commitment to the prevention of pollution and prevention of accidents
   e) Appoint a Safety representative and involve employees in all Health & Safety matters via site meetings, day-to-day consultations upon each site and promote an open door policy.
   f) Commit adequate financial and physical resources to maintain effective Health & Safety on all sites.
   g) Report and investigate any accidents, incidents or near miss events.
   h) Make Arrangements for Health & Safety:
      - We will provide risk assessments and systems of work that minimise risks to health and safety and take action.
      - We will provide adequate information, instruction, training and supervision, to enable work to be conducted safely by persons with the necessary competencies.
      - We will provide suitable PPE for all work activities.
      - We will provide safe premises and work places, including access to and egress from them.
      - We will ensure that escape routes are well signed and evacuation and rescue plans are in place and tested.
      - We will provide suitable arrangements for the selection, use, handling, storage and transport of articles and substances (eg. Asbestos and other CoSHH materials).
      - We will provide safe and healthy working environments with suitable and compliant welfare facilities.
      - We will ensure that designs by others, include and apply safe practice during preparation, construction and subsequent operational use and maintenance.
      - We will provide leadership and support to suppliers to enable them to contribute to continual improvements in our overall health and safety performance and risk reduction.
      - We will consult staff on health and safety matters.
   i) Develop and review health and safety performance indicators including:
      - Accident and incident performance rates
      - Attainment of annual safety and health objectives
      - Training achievement
      - Results of health and safety audits

4. An annual review of this policy and the health & safety performance of the company shall be conducted by the Managing Director. At any time where deemed necessary by the Managing Director this policy shall be revised so that continuous improvements can be made to the Health & Safety performance of the company and compliance with legislative changes. All policy changes shall be notified to the employees in writing.

5. The Managing Director, Alistair Mackinnon has overall responsibility for implementing this policy. He is responsible for the health and safety of the employees and others who may be affected by our undertakings.

6. The Health & Safety (HSEQ) Manager, Alex Honey is responsible for compiling the Health & Safety systems and their dissemination. Project/ Site Managers and the Operations Director, Nigel MacKinnon are responsible for the day-to-day implementation of the health and safety policies and systems on our sites.

6. The Directors and Project Managers shall ensure every employee is aware of their legal obligation to comply with; Mackinnon Construction Work Procedures, Safe Systems of Work, and Statutory Legislation, so to avoid injury, minimise risk and safeguard all employees and others who may be affected by our undertakings.

7. It is the responsibility of all employees to implement this policy together with their collective and individual responsibilities. All employees at every level must accept degrees of responsibility for implementing this policy and ensuring safe systems of work are adhered to whilst ensuring they safeguard themselves and that their actions do not place others at risk.

8. This policy statement shall be briefed to all employees and suppliers to MCL and made freely available to relevant parties.

Signed: .... Date: 15th December 2025

Alistair J. Mackinnon - Managing Director - Mackinnon Construction